

Coaching in the workplace

[Business](#), [Work](#)



Introduction

In this report I will describe two types of coaching and how coaching can be directive and non-directive. Also, I will explain two differences between coaching and other learning and development methods. I will identify 3 benefits of coaching to the organization and an explanation of 3 ways that coaching can be used to meet organization objectives. Moreover, I will explain the meaning of coaching culture and therefore 2 options for developing it within an organization.

And in conclusion, I will identify 3 advantages and 3 disadvantages of developing in house coaching.

Types of coaching

Sports Coaching

This is what many people think of when they hear the word “coach”. A “player” is helped to develop their skills by a “coach”. On the other hand, the term sports coach encompasses a wide range of roles and approaches, from the football manager on the touchline, through one-to-one coaches for athletes and players, to specialist coaches for fitness and health.

There are also coaches who focus on the ‘mental game’, helping sports players fine-tune their psychological preparation for high-pressure events.

Executive coaching

is a form of business coaching which is typically aimed at developing senior managers, directors and key players within a business setting. It may enhance current performance, taking skills and abilities to a new level and help individuals adapt to new situations or it may address poor performance.

This type of coaching may also be termed Leadership Coaching or Performance Coaching as it tends to target the same audience and similar issues.

How coaching can be directive and non directive?

Directive: Is where the coach offers you solutions, tools and techniques for moving forward. You may like to be offered solutions however the danger is that the solution may not be appropriate for your situation and consequently may not feel fully committed to the solution provided.

Non-Directive: Is coaching in the true sense of the word where the coach simply asks you questions to allow you to find your own solutions. A non-directive coach will certainly not offer you advice and rarely even give you suggestions, although through skillful questioning they will help you to see your situation from a different perspective, gain clarity, uncover options, challenge inconsistencies and hold you accountable to your actions.

Differences between Coaching and other Learning and Development Methods

Other learning and development method chosen has been counseling that it means to give advice to someone. It's a process in which a person is helped to explore the situation and find solution or answers for a problem.

Therefore, counseling can be used to address psychosocial as performance issues and coaching does not seek to resolve any underlying psychological problems. It assumes a person does not require a psycho-social intervention. By counseling, the goal is to help people understand the root causes of long-

standing performance problems and issues at work and by coaching, the goal is to improve an individual's performance at work.

Benefits of coaching

- Greater aware about the company objectives
- Better communication within teamwork Gives the purpose and vision to go ahead to the good way 3 ways that coaching can be used to meet organizational objectives
- An improvement of the personal performance improves organizational performance with an increase of benefits
- Improved cross functional interaction and efficiency. People do business with people and that means a better result of sales.
- Greater efficiency through less fractious relationships and sulking and that improves staff retention and a creation of a great place to work.

Many people would like to work to the company.

Coaching Culture

It's an organizational setting in which not only formal coaching occurs, but also, most or a large segment of individuals in the organization practice coaching behaviors a means of relating to, supporting and influencing each other 2 options for developing a coaching culture within an organization:

Training and developing house coaching: deliver training entirely in house or through fund payment of a consultant to deliver training to some employees as coaches. Basically it's the internal coaching creates and designed in the company. Buying in coaching expertise: deliver coaching through external coaches' experts and independents of the company.

Advantages of developing in house coaching

- Cost and available resources (cheaper)
- Knowledge of business and industry (vision of the company goals, about what's going on)
- Can be flexible (any moment and any situation)

Disadvantages of developing in house coaching

- Confidentiality (without prejudice to the good faith contract of the company)
- Willingness to open up (no feel comfortable)
- Qualifications and experience (risk bad coaching habits)